

<b>SUBJECT: Compensation, Benefits, and Conditions of work</b>	NUMBER: 1-29.01
EFFECTIVE DATE:	REVIEW DATE:
NMMLEPSC STANDARDS: PER.03.01, PER.03.02, PER.03.03	APPROVED: Sheriff

## **I. POLICY**

All compensation, benefits, and conditions of work will fall under the current Valencia County Personnel Rules and Regulations or as further defined by the County Commission and/or Union Contract.

## **II. COMPENSATION, BENEFITS, AND WORK CONDITIONS:**

### A. Salary Program

1. Entry level salary for the agency;
2. Salary differential within ranks;
3. Salary differential between ranks;
4. Compensatory time policy;
5. Overtime Policy

### B. Leave Program

1. Administrative leave
2. Holiday leave
3. Sick leave
4. Vacation (annual) leave
5. Bereavement leave

### C. Other benefits

1. Retirement program
2. Health insurance program
3. Disability and death benefits program
4. Liability protection program
5. Employee educational assistance program

## **III. CLOTHING ALLOWANCE**

Deputies will be issued a clothing allowance on an annual basis. With the allowance, Deputies will be responsible for all equipment, uniforms, jackets and boots.